

Administrative - Internal Use Only

DD/M&S 74-1453

24 APR 1974

MEMORANDUM FOR: Director, Equal Employment Opportunity

SUBJECT : Headquarters Notice on EEO

1. Reference is made to your recent request for comments on a proposed notice on EEO, which would be an update on HN [] which was published on the same topic in early October 1973.

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2. This is to advise that it is my considered opinion that the draft notice is a step in the wrong direction, for a number of reasons. I feel that the EEO program quite correctly is receiving new emphasis and attention, but I subscribe to the view that a lot can be accomplished in a low key manner, without quite as much publicity. I am struck by the fact that a brief two-page notice in October 1973, which got the message across, has now evolved in April 1974 into a five-page document listing over thirty individuals who are connected in one way or another with the EEO program. With continuing changes, this "notice" will probably be out of date within three or four months. I don't see a real need for a new publication, especially with the ready availability of the classified bulletin board.

3. Secondly, the October 1973 notice was succinct and to the point, without any great stress on the grievance procedures in the Agency. I don't know that things have changed that radically in the last few months to fully justify the new complaint flavor that permeates the notice. Possibly there is background data of which I am not aware. If these complaint statistics do not exist, I am concerned that we are unnecessarily generating problems where none exist.

4. Thirdly, I remain convinced that we should not establish or give a formal blessing to the establishment of any group, committee or panel which is composed of all blacks. Most certainly, we should take advantage of the insight, knowledge, and experience of our black employees, such as [], but I think it is a mistake to set them apart from the overall Agency effort in the EEO area. Dr. [] referred to "artificial pockets of black employees," and regardless of the high motivation involved, we are now ratifying in a very formal way the establishment of an all black panel. I want DD/M&S careerists to help the EEO program, but would prefer that their names not be listed as members of this panel.

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5. In summary, the Management and Services Directorate wants to go on record in strong support of EEO, both in terms of what has been accomplished in the last few months, and in establishing solid goals for the future. I am keenly aware of our own Directorate shortcomings in this area. At the same time, an orderly reasonable approach as suggested by Dr. [] appears to be called for. I feel the recent draft notice is not on target, and in the long term is not in the best interests of the Agency.

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/s/ Harold L. Brownman

HAROLD L. BROWNMEN
Deputy Director
for
Management and Services

EO-DD/M&S: []:kmg (23 Apr 74)

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DD/M&S 74-1306)

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